

Regional Skills Assessment

West Lothian

October 2025



Regional Skills Assessments

First launched in 2014, Regional Skills Assessments (RSAs) provide a robust and consistent evidence base to support strategic skills investment planning. Skills Development Scotland (SDS) has worked with key partners and stakeholders to produce RSAs, ensuring an inclusive approach to their development, dissemination and utilisation.

RSAs include forecast data that has been commissioned through Oxford Economics. The Technical Note¹ provides full details on the caveats that must be applied when using forecast data, but broadly, it should be noted that:

- Forecasts are based on what we know now and include past and present trends projected into the future.
- The more disaggregated they become, especially at smaller geographical units, the less reliable they are likely to be.
- Their value is in identifying likely directions of travel rather than predicting exact figures.
- The forecasts do not account for national or regional activities, initiatives or investments that are planned.

Industries and occupations used in the RSAs are defined by Standard Industrial Classifications (SIC)² and Standard Occupational Classifications (SOC).³

This RSA report is for West Lothian, which covers the West Lothian local authority.

A summary of forecast data is also available down to local authority level in the [RSA Summary Infographics](#).

The RSAs are part of a suite of Labour Market Insight publications by SDS. Other products in the suite include:



Economy, People and Skills report which provides succinct and up-to-date evidence on Scotland's economy, businesses and people. It is published monthly.



Sectoral Skills Assessments provide Labour Market Insight for key sectors across Scotland. These are published annually.



The **Data Matrix** is an interactive tool, offering more detailed data from a variety of sources in a visually engaging format. It is updated frequently.

Throughout the report, we indicate where **local authority information is available through the Data Matrix**.

The Data Matrix also contains additional data for the region, including data on employment, unemployment, and economic inactivity from the Annual Population Survey. These are available under the theme Skills Supply.

Alongside the suite of Labour Market Insight publications, SDS also produces a wide range of reports such as statistics on Modern Apprenticeships and the Annual Participation measure for 16-19 year olds. This includes a wide range of data related to equalities. Further information can be found on the [Publications and Statistics](#) section of the SDS website.



We value user feedback on the Regional Skills Assessments.

If you would like to provide feedback, please do so [here](#).

For any further information or queries on the RSAs or any of our other products, please contact: RSA@sds.co.uk

1. RSA Technical Note (2025).

2. Office for National Statistics UK Standard Industrial Classification (SIC) 2007.

3. Office for National Statistics UK Standard Occupational Classification (SOC) 2010.

The Context for Scotland's Labour Market

Over the past decade, the Scottish economy has experienced disruption driven by changes in the global political landscape, the cost-of-living crisis and conflicts in the Middle East and Ukraine. In addition, megatrends in demography, technology, and the environment have continued to shape Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers that are expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of both structural and cyclical factors.

The Economy

Scotland and the UK experienced weak economic growth of 1.1% in 2024, with inflation also staying above the 2.0% target. Forecasters expect economic growth to remain at around 1.0% in 2025, with inflation also expected to remain elevated. The effects of rising prices and high interest rates continue to impact Scottish households and businesses. This contributes to the Scottish labour market being cooler in 2025, following a period of sustained tightness in recent years.



Demographic Change

Scotland's population is projected to grow until mid-2047, largely driven by positive net migration, which will offset the anticipated natural decline due to a falling fertility rate. However, whilst the population is growing, it is also ageing. Around one-fifth of Scotland's residents were aged 65 or over in 2024. By 2047, the number of people of pensionable age is expected to increase by 21%. This demographic change has implications for the economy and labour market, by affecting caring responsibilities, tax revenue, and productivity.



Inclusion and Equality

There is a lingering effect from the cost-of-living crisis, which began in 2021, with rising energy prices and financial pressures continuing to have a disproportionate impact on low-to-middle income households. Poverty, including in-work poverty, persists; however, the Fair Work policy agenda aims to reduce labour market inequalities. Barriers to accessing the labour market remain for disabled people and minority ethnic groups, and gender equality still requires progress.



Technology and Automation

Artificial Intelligence (AI) continues to be the core driver in technology transformation. Scotland has a strong technology sector, underpinned by extensive academic and business presence in AI and related fields. The adoption of AI is rapidly increasing among Scottish businesses, particularly in optimising workflows. However, the implications of AI for the labour market remain uncertain. Scotland's strong base in digital and data skills could provide an advantage, but maintaining a skilled workforce will be essential.



Climate Change and Net Zero

The transition to net zero will directly impact the labour market as actions are taken to meet net zero targets. This shift offers significant opportunities for job creation in Scotland, particularly in the clean energy sector. Scotland has strong natural assets, and existing sectoral strengths provide a strong foundation for a green economy. However, upskilling will be crucial for transition to net zero. Especially in the construction, manufacturing, agriculture, energy and transport sectors.



A fuller report on Scotland's Labour Market Drivers can be found [here](#).

West Lothian has recently launched its Economic Investment Plan (EIP) for 2025–2035, which emphasises improving skills and employment opportunities, growing key sectors such as life sciences and advanced manufacturing, enhancing infrastructure, and supporting the transition to net zero through investment in green industries and technologies.

The Edinburgh and South-East Scotland partnership brings together six local authorities - East Lothian, Edinburgh, Fife, Midlothian, Scottish Borders, and West Lothian - alongside regional universities, colleges, and a Regional Enterprise Council representing business, industry, and third-sector partners. Together, they oversee the 15-year City Region Deal to drive inclusive growth.

In the first six years of the City Region Deal, the partnership has delivered:

- £2.2 billion in additional GVA to the region,
- Creation of 20,000 job opportunities,
- Support for over 1,000 SMEs,
- Backing for more than 500 start-ups through advice, seed funding, and collaborative spaces,
- Engagement of 7,200 people in community benefit activities,
- Employment for 386 apprentices and trainees on Deal construction sites (with over 75% of labour and 90% of spend retained locally), and

- 112,000 skills enhancements for residents.

A key element of the Deal is the Integrated Regional Employability and Skills Programme (IRES), which has ensured that communities, businesses, and residents benefit from the Deal's investments.

With IRES funding due to end in 2027, partners are preparing proposals for successor programmes, seeking £140 million over five years (£90 million revenue, £50 million capital). The aim is to continue supporting learners of all ages, promote inclusive growth, and encourage new entrants and career progression in the region's workforce.

The strong relationship between the region and the UK and Scottish Governments enabled the development of the Regional Prosperity Framework (RPF), which sets out a 20-year economic vision for the area. The RPF builds on the Deal's success, providing a blueprint for collaborative work on housing, planning, infrastructure, skills, innovation, and economic development. The RPF Delivery Plan was published in April 2023.

A key project likely to drive the demand for skills in the region is the Forth Green Free Port across sites in Grangemouth, Rosyth, Leith, Burntisland and Edinburgh Airport.

Its activities will focus on Renewables, Advanced Manufacturing, Alternative Fuels, Carbon Capture Utilisation and Storage, Shipbuilding, Logistics and the Creative Industries.

Such growth opportunities are clearly positive but are creating a concern among partners about the availability of labour to capitalise on such opportunities. Reducing economic inactivity is therefore a priority and local employability partnerships in the region are taking forward efforts to support the economically inactive back to work.

It is important to note that the forecasts used in this Regional Skills Assessment are policy and investment neutral.



This means the figures present a baseline outlook that takes into account historical trends and external economic conditions, but the figures do not reflect investment or policy that is unconfirmed or at planning/development stage.

This would include, for example, planned developments at the Forth Green Free Port.

Therefore, the forecasts should be used in conjunction with other sources, and readers are encouraged to overlay these with their own local and sectoral knowledge.



Estimated GVA in **West Lothian** in 2025: **£5,907m**

West Lothian was estimated to generate 3.5% of Scotland's output in 2025. This share of GVA ranked the region in the second lowest quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in West Lothian were estimated to be:

	Information and Communication	£850m
	Manufacturing	£848m
	Real Estate Activities*	£690m
	Wholesale and Retail Trade	£678m



GVA forecast average annual growth (2025-2028)

West Lothian: 1.7%

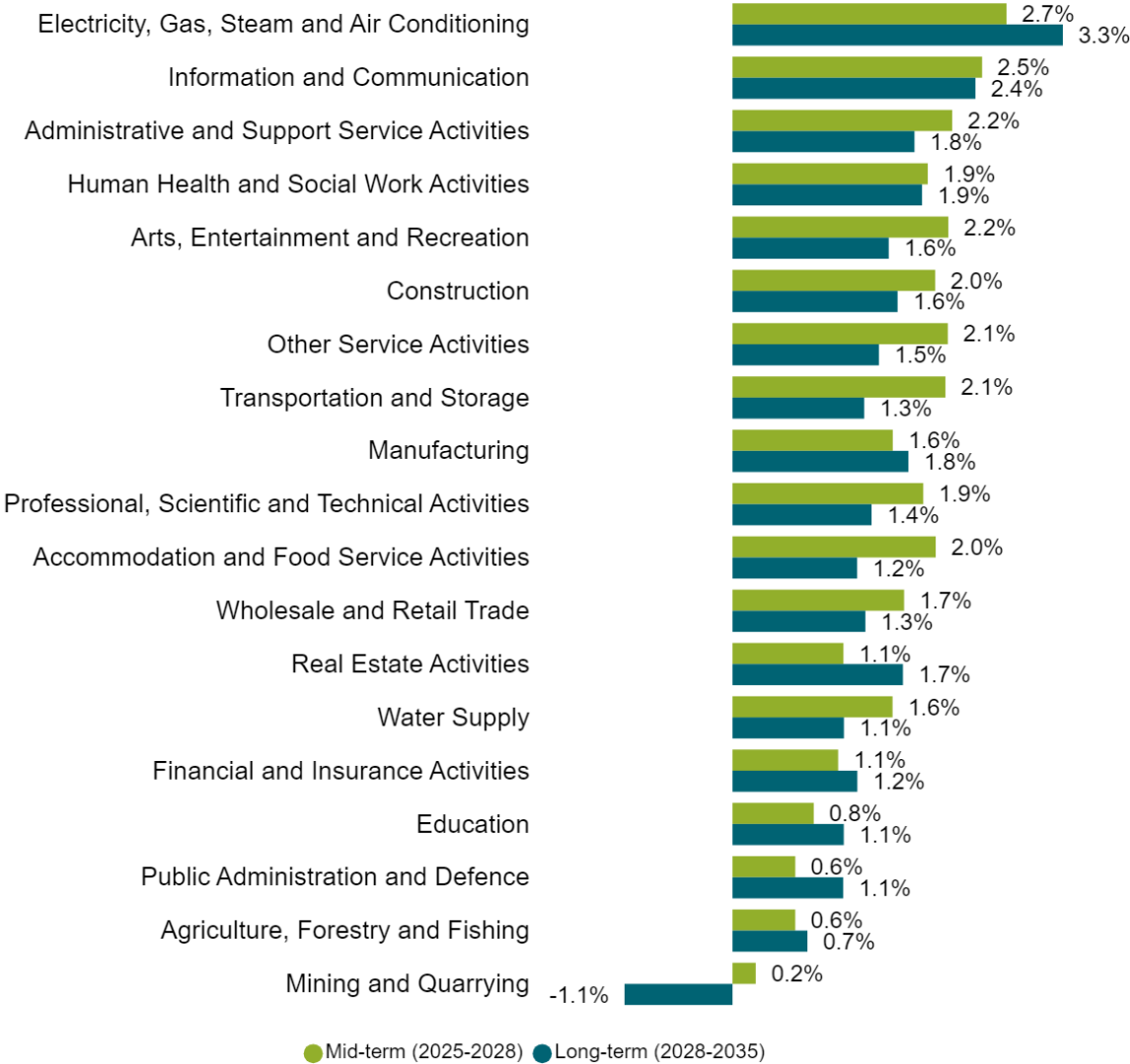
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

West Lothian: 1.7%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), West Lothian



In this report, we have used Oxford Economics' measure of productivity, which is calculated by dividing total regional GVA by total regional employment (measured by jobs). Please note, there are different ways of calculating productivity, and caution is needed when interpreting productivity data presented in this report. It must be considered in the context of other data and insight.

Productivity in **West Lothian** was estimated to be **£68,900** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in West Lothian is forecast to grow by 0.9% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

West Lothian forecast productivity in 2028: **£70,900**

Scotland forecast productivity in 2028: **£59,100**



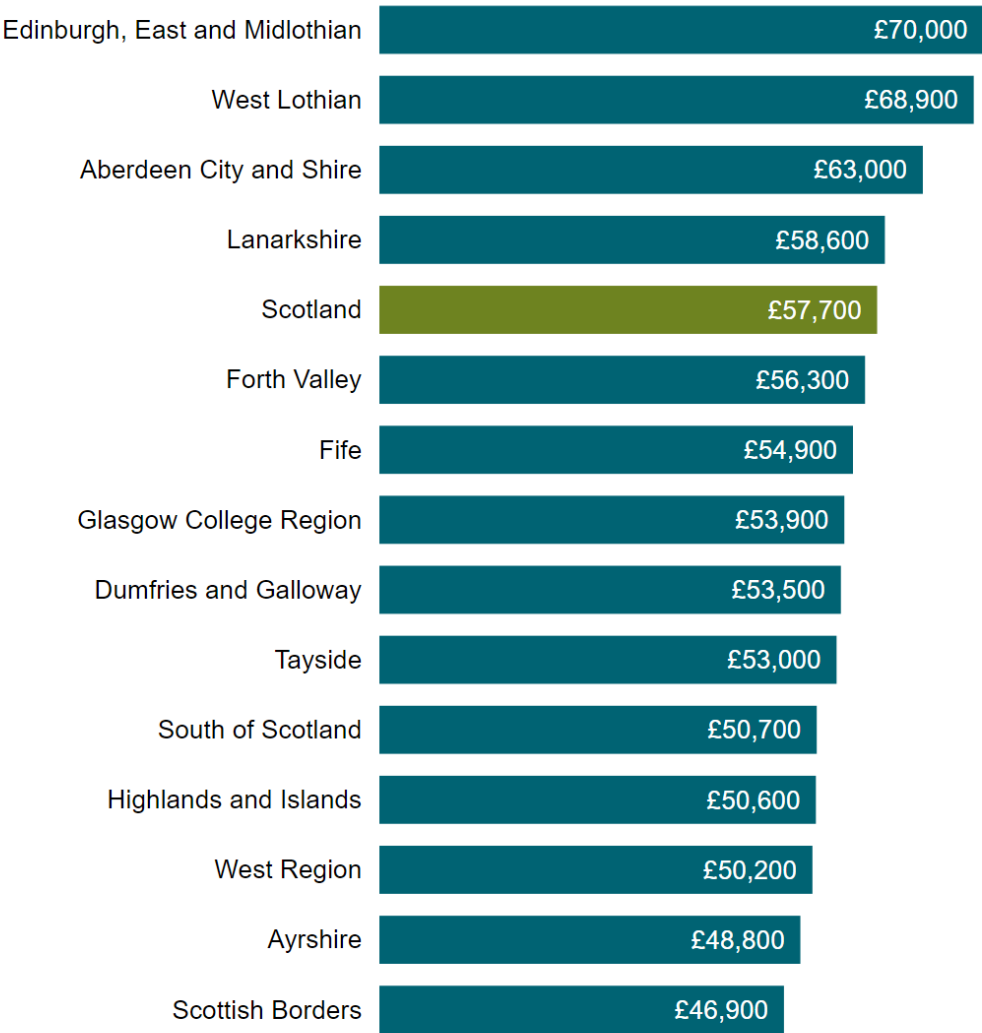
Long-term Productivity

From 2028 to 2035, productivity in West Lothian is forecast to grow by 1.2% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.0%.

West Lothian forecast productivity in 2035: **£76,900**

Scotland forecast productivity in 2035: **£63,600**

Productivity (2025)



1. SDS (2025). Oxford Economics Forecasts.

Regional Employment¹



Workforce Size 2025:
79,000 people

The region's workforce was estimated to account for **2.9%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **grown** by **8.0%** (**5,800** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028:
80,900 people

The region's workforce is forecast to **grow** by **2.3%** (**1,800** people) between 2025 and 2028.

Compared to a Scotland-wide increase of **2.5%** or **68,000** people.

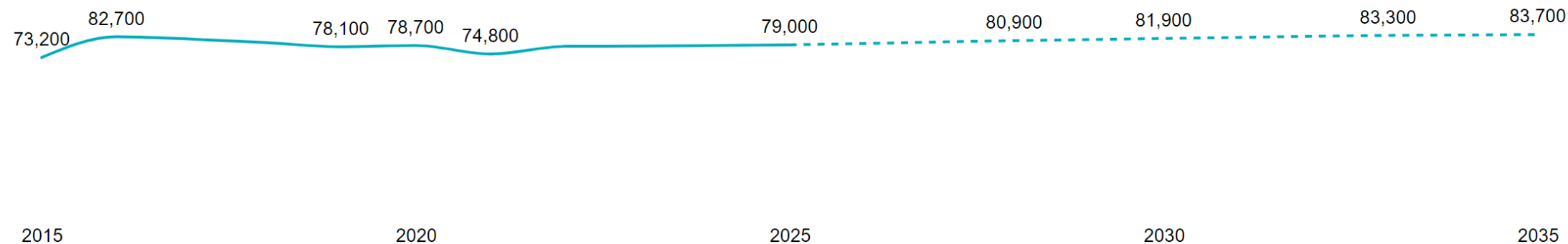


Workforce Size 2035:
83,700 people

The region's workforce is forecast to **grow** by **3.4%** (**2,800** people) between 2028 and 2035.

Compared to a Scotland-wide increase of **4.0%** or **112,500** people.

Employment and forecast employment (2015-2035) (people), West Lothian



For data on employment and forecast employment at local authority level please see the **Data Matrix**.
(Theme: Skills Demand; Topic: Employment Forecast)

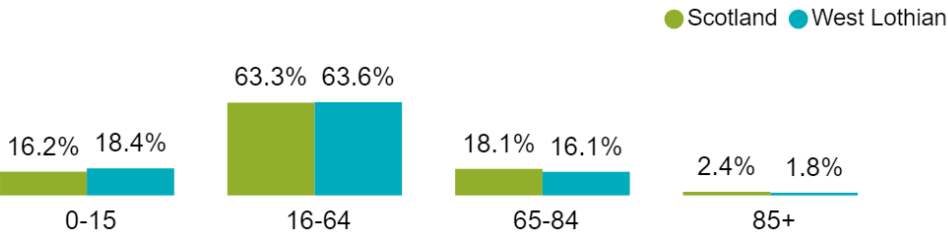
1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population¹



In 2024, the population in **West Lothian** was estimated to be **186,440**, accounting for **3.4%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

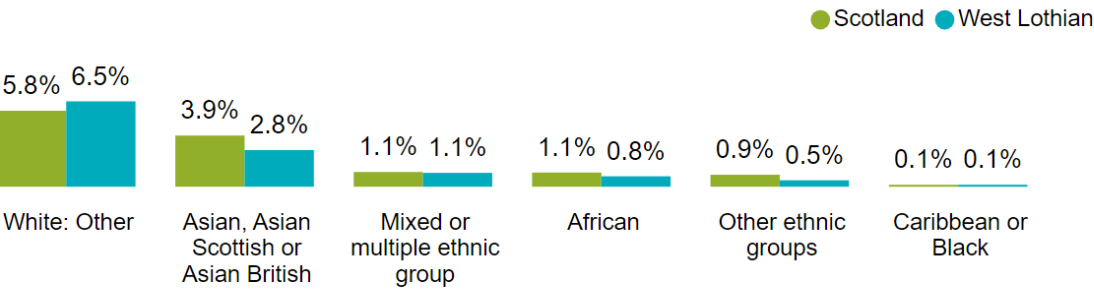


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

West Lothian: 24.2% **Scotland: 24.1%**

Ethnic Groups²

The majority (**88.3%**) of people in **West Lothian** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



Population Projections³



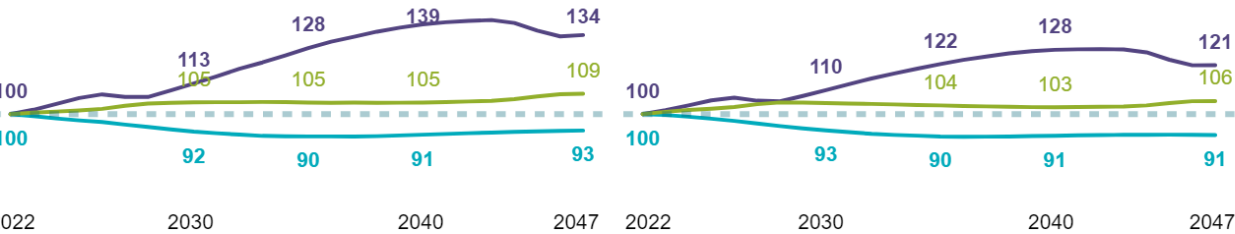
The population is forecast to **grow** by **10.0%** in **West Lothian** between 2022 and 2047. Over the same period, the Scottish population is forecast to grow by 6.2%.

The number of people of working age is projected to **grow** by **8.8%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

Index of Regional and National Projections (2022=100)³

West Lothian

Scotland



Dependency Ratio⁴

The dependency ratio considers the **non-working age population** (consisting of children and those of pensionable age) **compared to those of working age**. As an example, a dependency ratio of 54% would mean that for every 100 people of working age there are 54 people of non-working age.

Dependency Ratio for **West Lothian**:

Dependency Ratio for **Scotland**:

2022: **54%**

2047: **55%**

2022: **54%**

2047: **55%**

Employment by Industry¹

The largest employing industries in the region in 2025 (based on people) were estimated to be:

 **Human Health and Social Work Activities**
10,500

 **Wholesale and Retail Trade**
9,800

 **Information and Communication**
7,900

Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Administrative and Support Service Activities, with 300 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-300 people) in the mid-term.

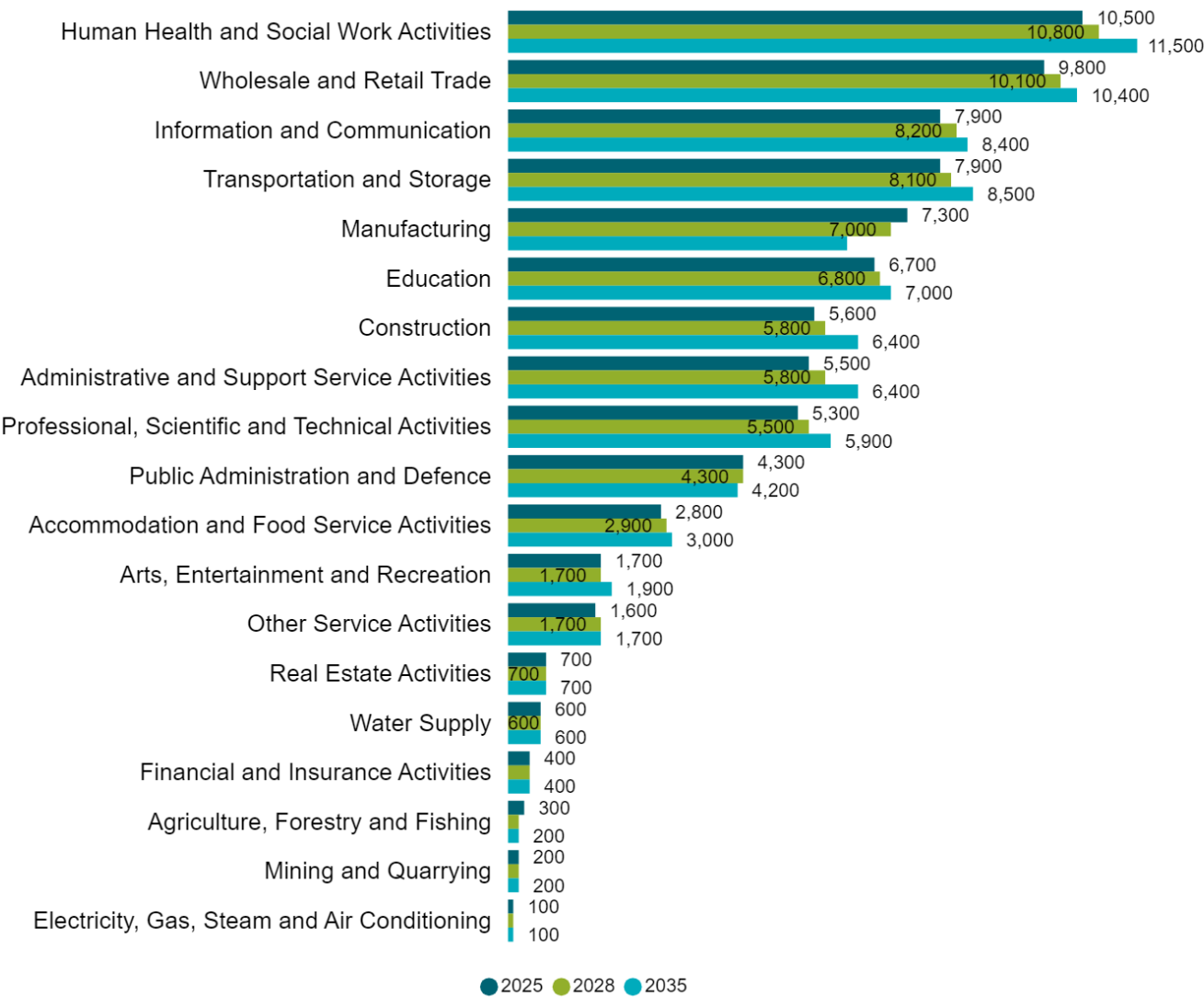
Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 700 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-800 people) in the long-term.

In 2025, Telecommunications was estimated to be the region's greatest specialism, with the percentage of employment in this industry 7.2 times greater than the Scottish average. The second largest specialism was estimated to be Remediation Activities and Other Waste Management Services (4.0 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, West Lothian



For data on employment by industry/key sector at local authority level please see the Data Matrix.

(Theme: Skills Demand; Topic: Employment Forecast by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Employment by Occupation¹

The largest employing occupational groups in the region in 2025 (based on people) were estimated to be:

 **Elementary Occupations: Clerical and Services**
9,300

 **Science and Technology Professionals**
7,000

 **Administrative Occupations**
6,800

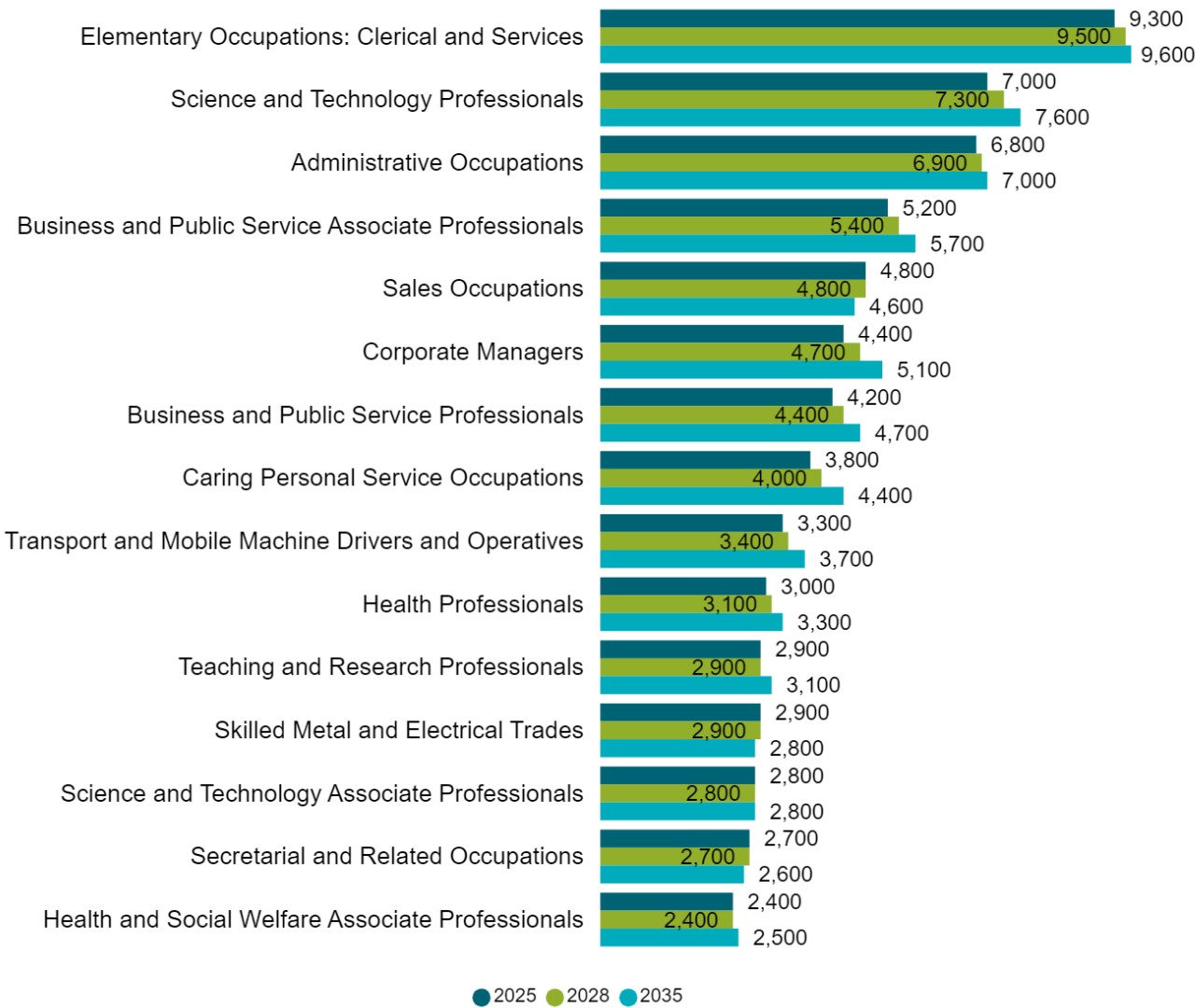
In 2025, 44.2% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 27.0% of the workforce, which was a lower percentage of the workforce than Scotland (27.8%). Around 28.8% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Corporate Managers (200 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-100 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Corporate Managers (500 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-100 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, West Lothian



For data on employment by occupation at local authority level please see the Data Matrix.

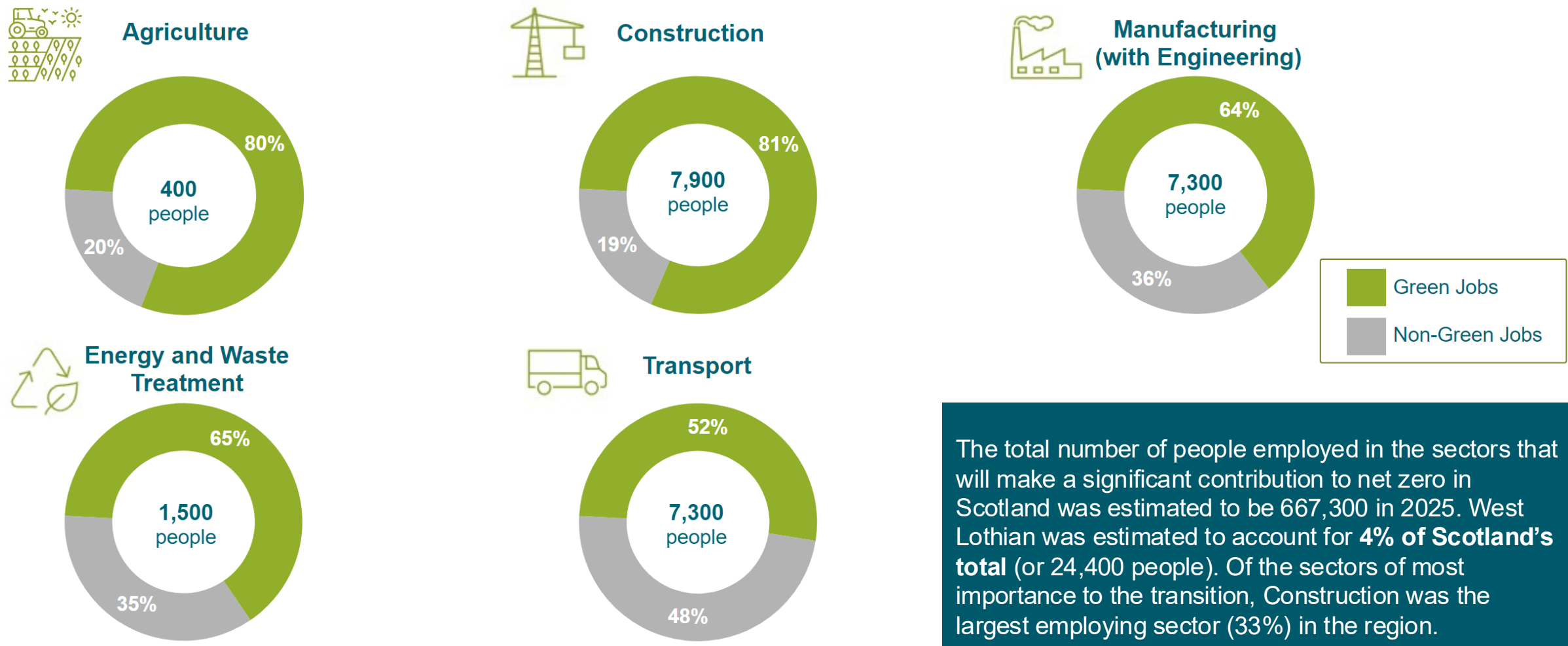
(Theme: Skills Demand; Topic: Employment Forecast by Occupation)

1. SDS (2025). Oxford Economics Forecasts.

* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Transition to Net Zero¹

Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. We have been able to establish the split between green jobs and non-green jobs for the College regions. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.³ Presented below is the **number of people estimated to be employed in these sectors within West Lothian in 2025.**



The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 667,300 in 2025. West Lothian was estimated to account for **4% of Scotland's total** (or 24,400 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (33%) in the region.

Figures may not sum due to rounding.

1. SDS (2025). Oxford Economics Forecasts.

2. The sectors that make a significant contribution to the net zero transition were identified in [the Green Jobs in Scotland report](#).

Due to the methodology adopted, the footprint of sectors presented on this page differs from the industry footprint presented elsewhere in this report, and in our Sectoral Skills Assessments (SSAs). Please find a full list of the

Standard Industrial Classification (SIC) codes used to define these sectors in the Green Jobs in Scotland report (and on this page) [here](#).

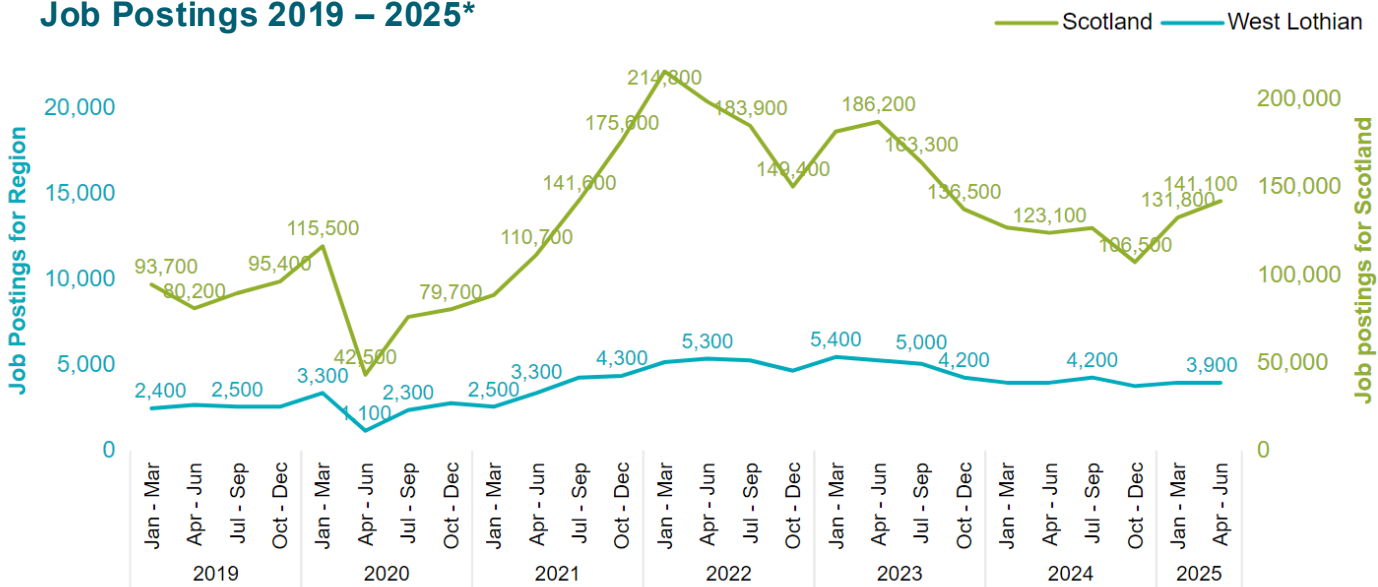
3. Please see page 13 for more information.

Job Postings¹

Online job postings data provides a useful barometer for the health of the jobs market, real-time employer demand and can indicate changing skills demands. It is important to note that the data does not capture all activity, so it should be considered as an estimate only.

The labour market has cooled across Scotland, and job postings have declined from a peak in 2022. Whilst the labour market has softened, there has been sustained demand for workers in the region in the first six months of 2025. Job postings in West Lothian accounted for 2.9% of Scotland's total job postings between January and June 2025.

Job Postings 2019 – 2025*



Between January and June 2025, there were 7,800 job postings in West Lothian, of which:

The locations with the most jobs advertised were:

Livingston
3,800 job postings

Bathgate
1,400 job postings

Linlithgow
1,000 job postings

Broxburn
600 job postings

West Calder
200 job postings

Whitburn
100 job postings

Specialised skills and knowledge were:

- Machinery
- Warehousing
- Personal Care
- Accounting
- Project Management
- Invoicing

The top job postings were for:



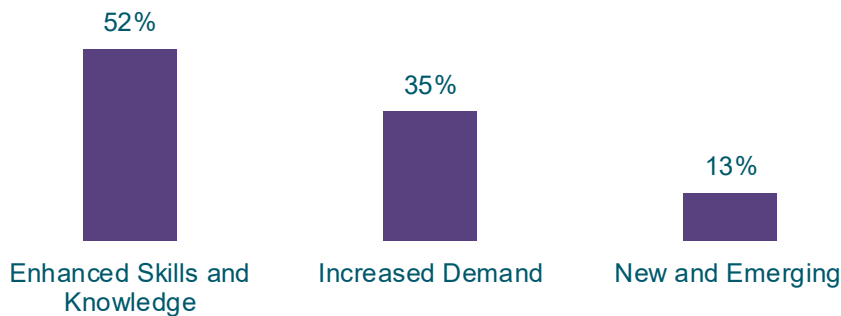
Figures may not sum due to rounding.



Out of the 7,800 job postings in West Lothian between January and June 2025, **43% (3,300) were for green jobs**. This was a higher proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 3% of all green job postings in Scotland.



Between January and June 2025, **over half of green job postings** in West Lothian were for Enhanced Skills and Knowledge roles.



The green jobs in demand in each category between January and June 2025 included:

Enhanced Skills and Knowledge:



Vehicle Technicians, Mechanics and Electricians

Increased Demand:

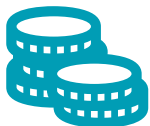


Large Goods Vehicle Drivers

New and Emerging:



Engineering Technicians



The median advertised salary for **green jobs** in West Lothian was **£33,700*** in the first six months of 2025. This was higher than the median advertised salary for all jobs in the region which was £28,900**.

The **Green Jobs in Scotland** research uses an **inclusive definition** to define green jobs.

This definition recognises that there will be an ongoing process of ‘greening’ across the economy due to the transition to net zero, and a broad range of jobs will be impacted in different ways as a result.

Green jobs can be classified into one of the following three categories:

- 1. Enhanced Skills and Knowledge:** Existing occupations which will require significant change to the work and worker requirements due to green economy activities.
- 2. Increased Demand:** Existing occupations which will be needed in higher numbers due to green economy activities.
- 3. New and Emerging:** New occupations which are created because of the need for unique work and worker requirements due to green economy activities.

The full list of occupations (defined using Standard Occupation Classification (SOC) 2020) can be found [here](#).

Figures may not sum due to rounding.

Future Demand in the Mid-Term (2025-2028)¹

Oxford Economics' forecasts should be used as guidance only on the overall trends based on current evidence - rather than definitive numbers. There are still a wide range of factors which may impact on the labour market. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments such as those mentioned in our section on Regional Insight, which are likely to influence the outlook presented. Users of the RSAs are encouraged to overlay the forecasts with their local knowledge.

Earlier in the report, we examined the future total employment in West Lothian. This part of the report focuses on the total requirement, which introduces not only employment growth or contraction but also the need to replace workers leaving the labour market due to retirement and other reasons.

The mid-term forecast suggests there could be a total requirement for **12,200** people in **West Lothian**. Between 2025 and 2028, replacement demand could create the need for **10,400** people, while **positive** expansion demand is forecast to result in **1,800 additional** workers.

In **Scotland**, there could be a total requirement for **398,300** people in the mid-term. Between 2025 and 2028, replacement demand could create the need for **330,300** people, while **positive** expansion demand is forecast to result in **68,000 additional** workers.

Figures may not sum due to rounding.



The total requirement by qualification for **West Lothian**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,000	5,200	1,600	2,900	500	1,000
8%	43%	13%	24%	4%	8%

The total requirement by qualification for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
37,800	191,300	49,500	78,400	10,400	30,900
9%	48%	12%	20%	3%	8%

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2025-2028) by Industry¹

By industry, the greatest number of people are forecast to be required in:

 **Transportation and Storage**
2,300

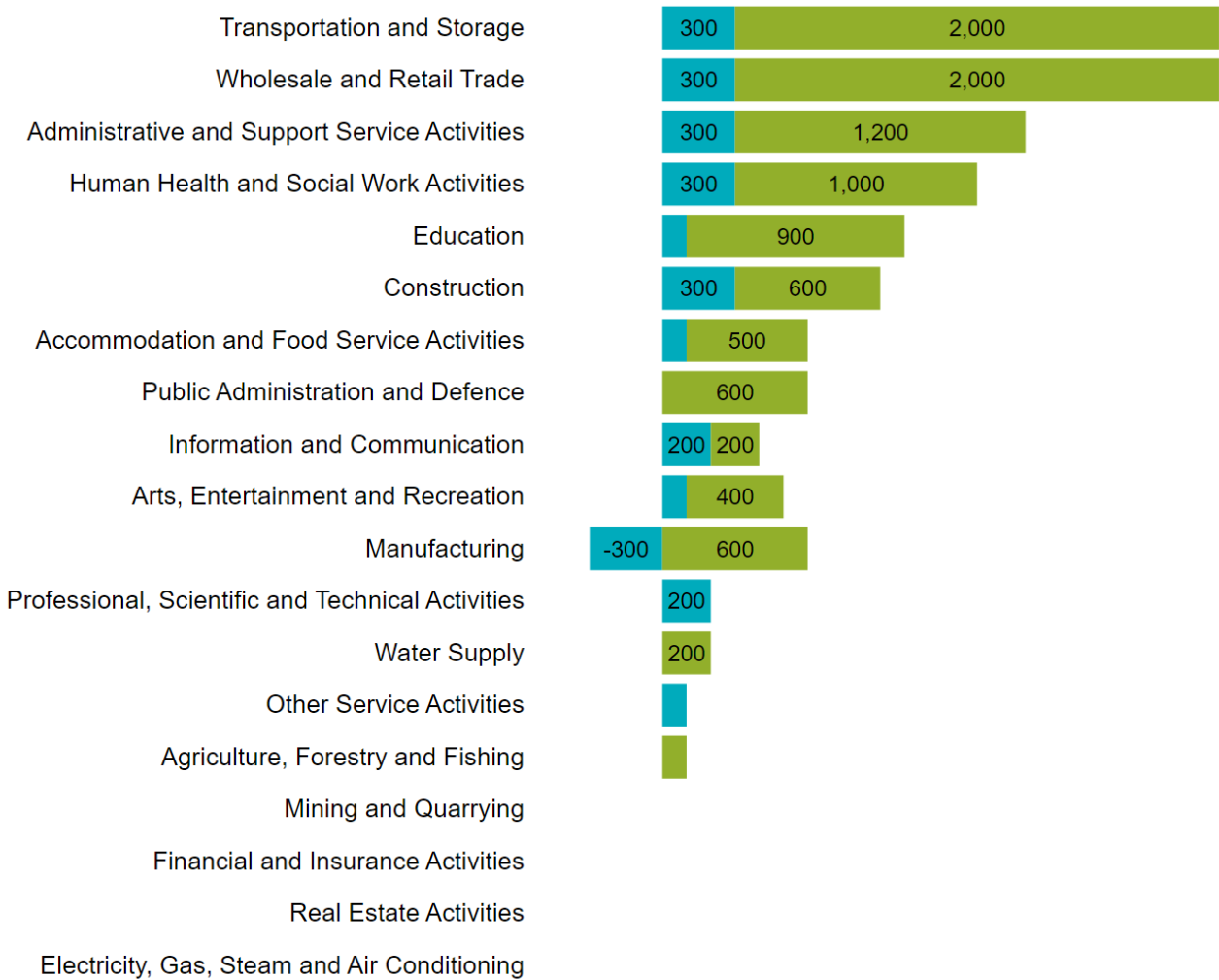
 **Wholesale and Retail Trade**
2,200

 **Administrative and Support Service Activities**
1,500

Headline figures for each industry do not show how the composition of the industry is changing. Within the industries, there are changes to operating practices and consumer behaviours driven by automation, digitalisation and the transition to net zero. Additionally, industries are defined using SIC codes, which might not reflect the full complexity and diversity within each sector. For example, High Value Manufacturing activities would not be fully captured within the traditional definition of Manufacturing, and it would span across different industries, such as Professional, Scientific and Technical Activities. We encourage readers to keep these two points in mind when interpreting the data. For further sectoral evidence, please see our Sectoral Skills Assessments.

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2025-2028), West Lothian



● Expansion demand ● Replacement demand



Future Demand in the Mid-Term (2025-2028) by Occupation¹

By occupation, the greatest number of people are forecast to be required in:

- 

Elementary Occupations: Clerical and Services
2,200
- 

Science and Technology Professionals
1,200
- 

Science and Technology Associate Professionals
1,200

As mentioned, there is forecast to be a total requirement for 12,200 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 44.8% of this total requirement, followed by 23.7% in 'mid-level' occupations and 31.5% in 'lower-level' occupations. Across Scotland, 52.2% of total requirement will be in 'higher-level' occupations, 26.5% in 'mid-level' occupations and 21.4% in 'lower-level' occupations.

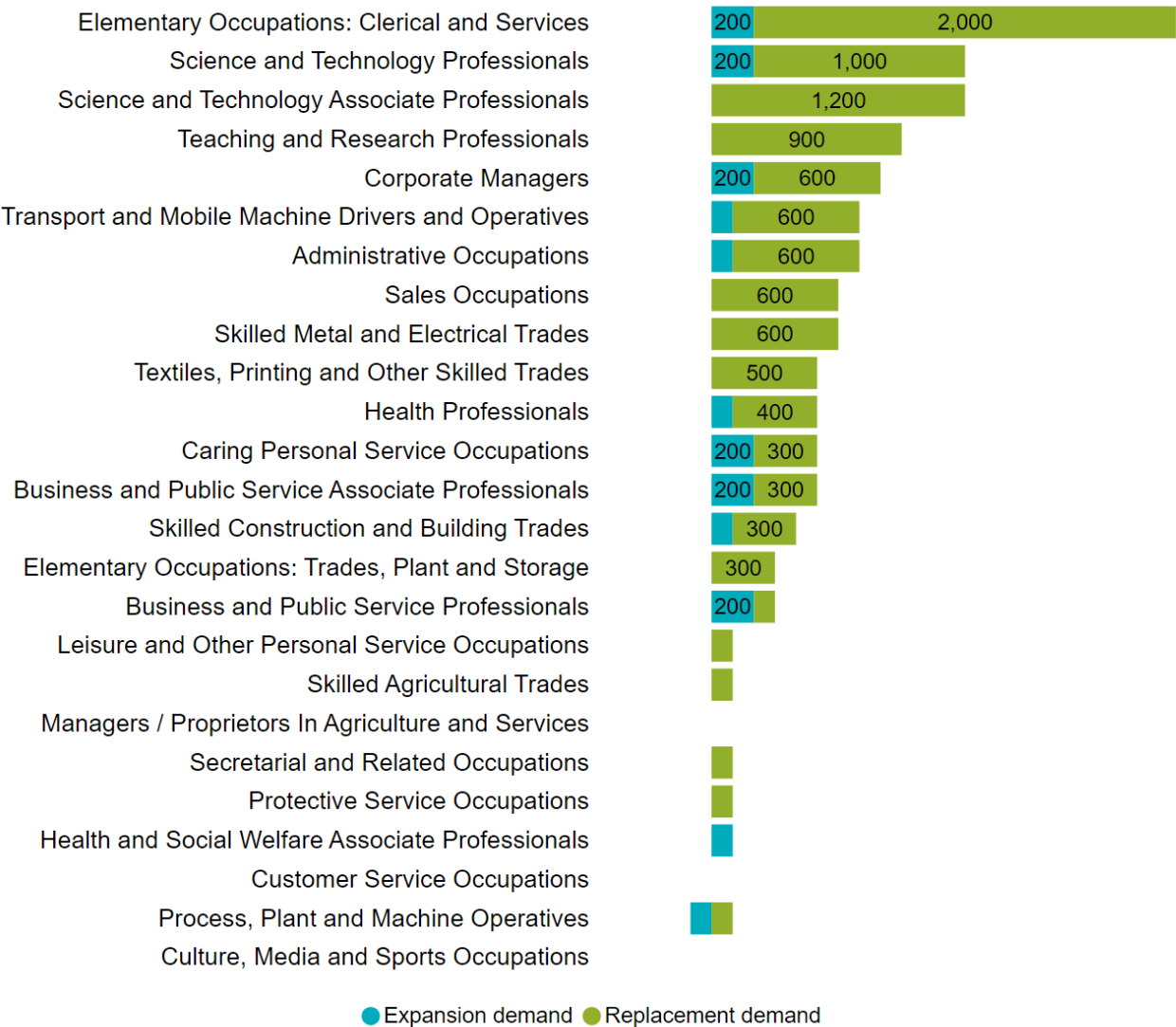


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the mid-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2025-2028), West Lothian



For data on future demand by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Mid-Term (2025-2028) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), West Lothian

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
▲									
Agriculture, Forestry and Fishing	0	0	0	0	0	0	0	0	0
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	100	200	0	100	0	0	-100	0
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	0	0	0	0	0
Water Supply	0	0	0	0	0	0	0	0	100
Construction	100	100	100	100	400	0	0	100	100
Wholesale and Retail Trade	300	100	100	100	400	0	700	100	400
Transportation and Storage	200	100	200	100	100	100	0	700	800
Accommodation and Food Service Activities	0	0	0	0	200	0	0	0	300
Information and Communication	100	300	100	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	0	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	0	100	0	100	0	0	0	0	0
Administrative and Support Service Activities	100	100	100	100	100	100	0	0	900
Public Administration and Defence	0	100	200	100	0	0	0	0	100
Education	0	700	100	0	0	100	0	0	0
Human Health and Social Work Activities	100	500	100	100	0	400	0	0	100
Arts, Entertainment and Recreation	100	100	100	0	0	100	0	0	100
Other Service Activities	0	0	0	0	0	0	0	0	0

Future Demand in the Long-Term (2028-2035)¹

The long-term forecast is more changeable than the mid-term forecasts and could be influenced by a range of factors that are less known. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments like those mentioned in our section on Regional Insight, which are likely to influence the long-term outlook presented. Oxford Economics' forecasts should be used as guidance on overall trends based on current evidence - rather than definitive numbers.

In West Lothian, the labour market forecast for the long-term (2028-2035) suggests employment is expected to grow, and there could be opportunities created as a result of the need to replace workers leaving the labour market due to retirement and other reasons.

Forecasts for the long-term suggest there could be a total requirement for **25,900** people in **West Lothian**. Between 2028 and 2035, replacement demand could create the need for **23,100** people, while **positive** expansion demand is forecast to result in **2,800 additional** workers.

In **Scotland**, there could be a total requirement for **885,200** people in the long-term. Between 2028 and 2035, replacement demand could create the need for **772,800** people, while **positive** expansion demand is forecast to result in **112,500 additional** workers.

Figures may not sum due to rounding.



The total requirement by qualification for **West Lothian**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
2,000	11,100	3,200	6,800	700	2,100
8%	43%	12%	26%	3%	8%

The total requirement by qualification for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
81,500	427,000	104,500	190,000	15,800	66,400
9%	48%	12%	21%	2%	8%



Future Demand in the Long-Term (2028-2035) by Industry¹

By industry, the greatest number of people are forecast to be required in:

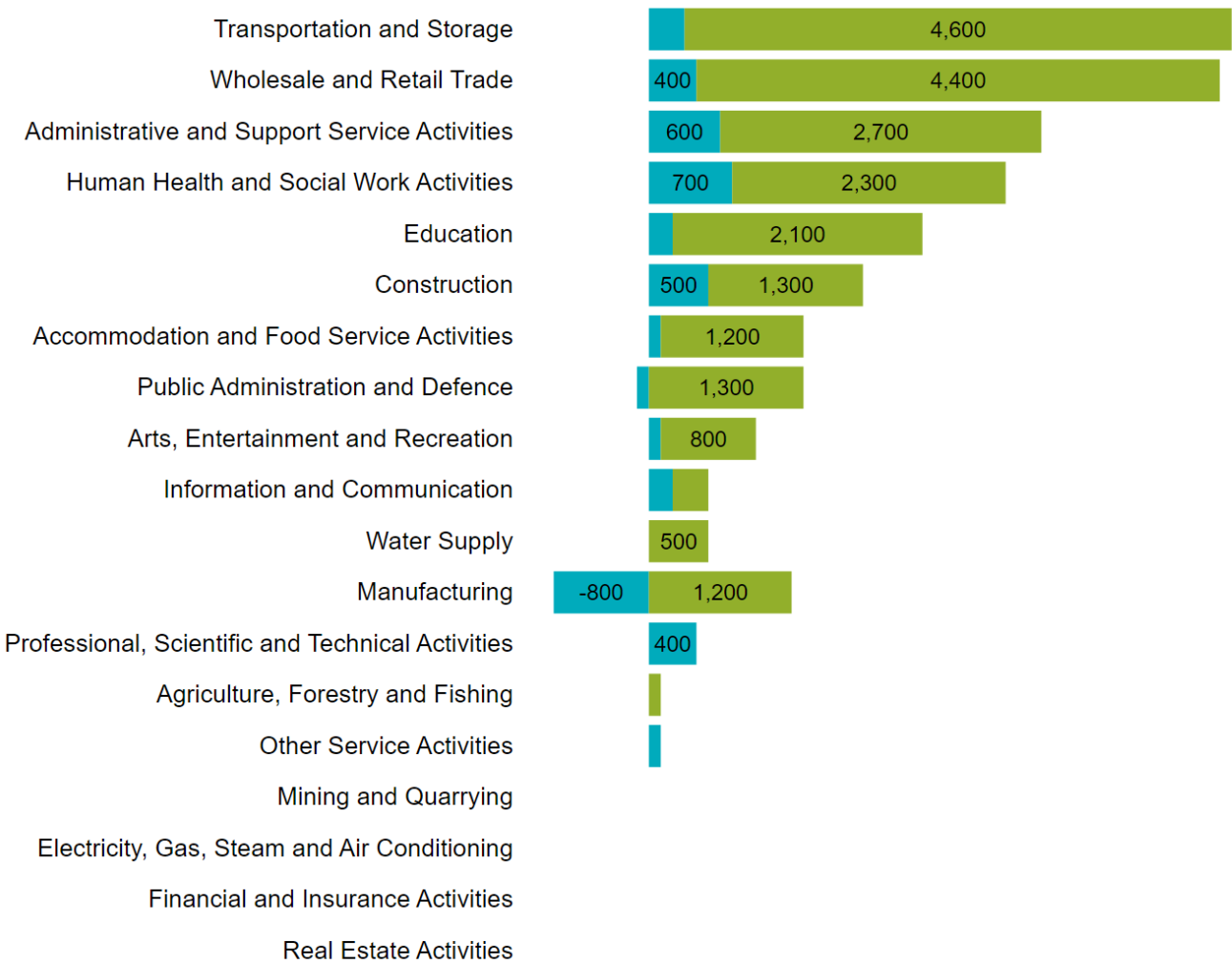
 **Transportation and Storage**
4,900

 **Wholesale and Retail Trade**
4,800

 **Administrative and Support Service Activities**
3,300

The mid-term forecast analysis indicated that some industries are experiencing a shift in their operational practices, and this trend is also applicable to the long term outlook.

Forecast Total Requirement by Industry (2028-2035), West Lothian



● Expansion demand ● Replacement demand

Figures may not sum due to rounding.

Future Demand in the Long-Term (2028-2035) by Occupation¹

By occupation, the greatest number of people are forecast to be required in:

- 

Elementary Occupations: Clerical and Services
4,700
- 

Science and Technology Professionals
2,700
- 

Science and Technology Associate Professionals
2,700

There is forecast to be a total requirement for 25,900 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 46.7% of this total requirement, followed by 22.5% in 'mid-level' occupations and 30.7% in 'lower-level' occupations. Across Scotland, 54.0% of total requirement will be in 'higher-level' occupations, 25.9% in 'mid-level' occupations and 20.1% in 'lower-level' occupations.

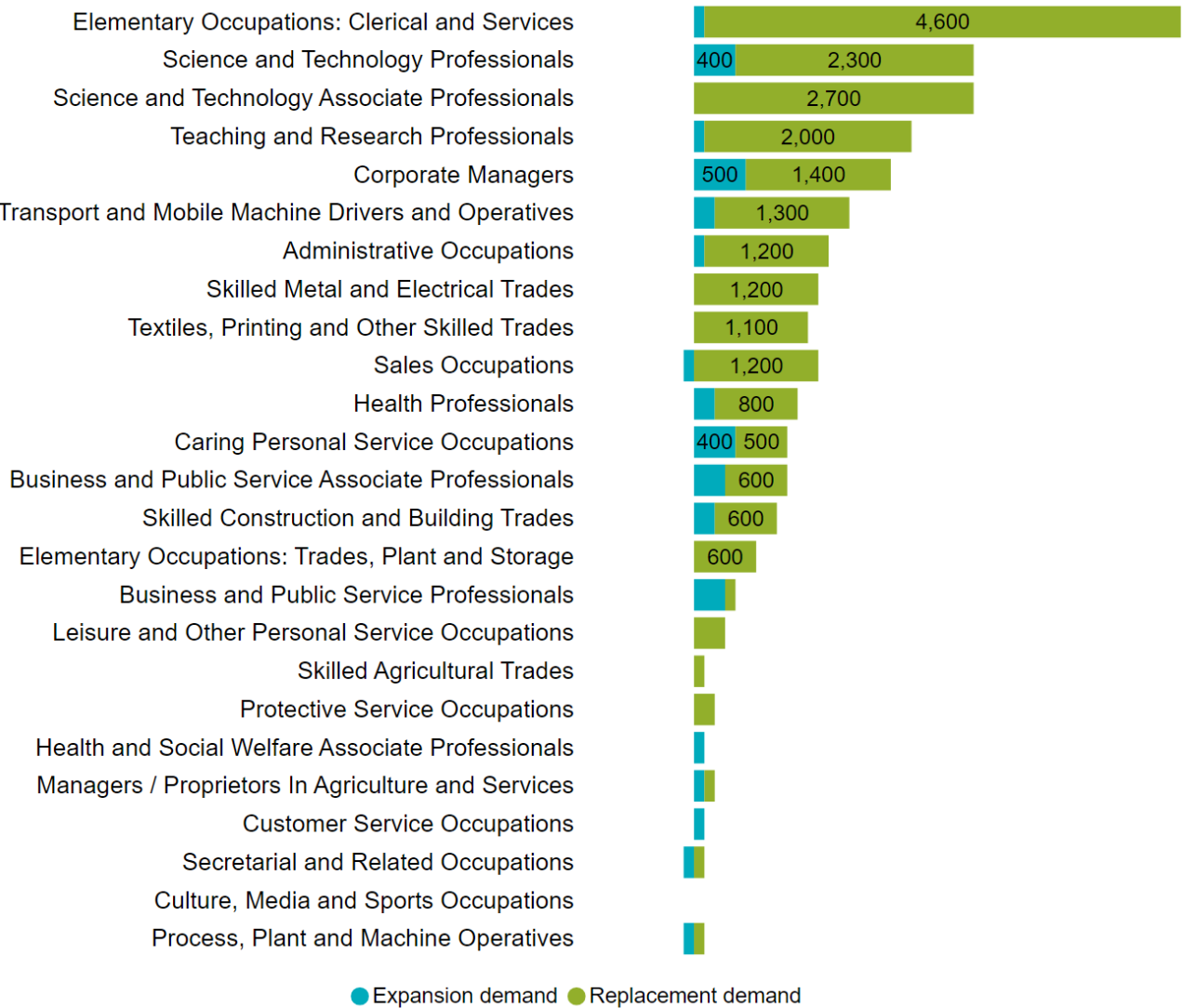


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the mid-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2028-2035), West Lothian



1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Long-Term (2028-2035) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), West Lothian

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
▲									
Agriculture, Forestry and Fishing	0	0	0	0	100	0	0	0	0
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	100	100	400	0	100	0	0	-200	100
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	0	0	0	0	0
Water Supply	0	100	100	0	100	0	0	0	200
Construction	200	200	200	100	800	0	0	100	200
Wholesale and Retail Trade	700	200	300	200	800	0	1,400	300	800
Transportation and Storage	300	100	400	200	300	100	100	1,500	1,800
Accommodation and Food Service Activities	100	0	0	0	400	0	0	0	700
Information and Communication	100	300	100	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	0	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	100	100	0	100	0	0	0	0	0
Administrative and Support Service Activities	200	200	200	200	300	100	0	100	2,000
Public Administration and Defence	100	300	400	200	0	0	0	0	200
Education	0	1,700	300	100	0	100	0	0	0
Human Health and Social Work Activities	100	1,100	400	200	100	900	0	0	200
Arts, Entertainment and Recreation	200	100	100	0	100	200	0	0	200
Other Service Activities	0	0	0	0	0	0	0	0	0

For further information or queries on the RSAs or any of our other products, please contact: [**RSA@sds.co.uk**](mailto:RSA@sds.co.uk)